

## **Gate City Bank-Downtown Fargo**

“The bank’s working mothers say there are personal, emotional, and professional benefits of the bank’s flexible policies and secure and comfortable Mother’s Room.”

Kim Shuckhart, SVP,HR

Gate City Bank provides reasonable break times for mothers to express breast milk for their nursing child. The employee and supervisor together determine a reasonable milk expression schedule. Gate City Bank provides a secure, private and comfortable area to express breastmilk, as well as a nearby water source and refrigeration to store milk.

### **Program Components:**

#### **Private area to Express Milk:**

The Gate City Bank Corporate Office Mother’s Room accommodates working mothers in a secure, private, warm and comfortable room. The Mother’s Room has an indicator lock showing if the room is occupied or not. The room is beautifully decorated with warm lighting, a comfortable chair, storage area, a sink, counter space and a refrigerator. The Mother’s Room was designed by working

mothers from Gate City Bank and a professional interior designer. Retail offices incorporate private areas designed to express milk.

#### **Breastfeeding Equipment:**

Employees are expected to provide their own lactation-related equipment and supplies. Lockers are provided for secure equipment storage.

#### **Milk Expression Scheduling:**

The employee and supervisor together determine a reasonable milk expression schedule. The break times are flexible; some employees have even chosen to drive home, if they live within a few minutes of work.

#### **Education:**

All employees are made aware of the policy.

#### **Support:**

The management of Gate City Bank is very supportive of breastfeeding employees.

#### **Program Impact:**

- Personal, emotional and professional benefits.

#### **Contact:**

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